



# Indiana Department of Education

SUPPORTING STUDENT SUCCESS

Dear fellow Indiana educators,

It has come to the attention of the IDOE that many of you are distressed by the recent rumors concerning teacher pay circulating through email and posted in a recent ISTA blog. We want to assure you that **current teachers have no reason to fear pay cuts under the proposed legislation. Any claims to the contrary are absolutely untrue.**

To help defuse this rumor, I thought it would be helpful to share the details of how this situation has unfolded. The intent of Senate Bill 1 (SB 1) has never been to decrease current teacher pay. Last week, Dr. Bennett met with four representatives of ISTA's state-level leadership and both Democratic and Republican legislators to discuss SB 1. At that meeting, it was brought to his attention that some individuals may be misinterpreting the language surrounding current teacher pay. Dr. Bennett agreed that such a misinterpretation would be troublesome and worked with IDOE staffers to quickly draft an amendment that would tighten up the language and ensure the intent would not be misinterpreted in the future. **Dr. Bennett DOES NOT support any interpretation of SB 1 that leads to teachers taking pay cuts.**

Teachers currently earning a base salary that includes all of their years of experience and a master's degree will continue to make at least that much, and no less, going forward. Dr. Bennett's position was made VERY clear during last week's meeting and we are disappointed that his stance is now being knowingly misrepresented. While this amendment still needs to find its way through the legislative process in the coming weeks, we are confident our shared concerns will be addressed by legislators. **Again, Dr. Bennett DOES NOT and WILL NOT support any interpretation of SB 1 that leads to teachers taking pay cuts.**

Now that we have covered that, I thought you might also be interested in some additional details regarding SB 1. The proposed legislation changes how pay increases are granted **after July 1, 2012**. From that point forward, pay increases could be based on factors such as years of experience (up to 33% of the total raise amount), student achievement, leadership roles, and academic need within the district. Previously, raises were only based on two factors (experience and additional degrees). This bill expands the avenues for which teachers can earn additional money and aligns those avenues with the needs of students in each individual district. The way these four factors are weighted and defined may be bargained at the local level.

I hope this information helps to clear up the confusion. The charts below were created by the IDOE's policy team to show how our current system compares to the proposed system under SB1. To stay current on all proposed legislation, please visit <http://www.in.gov/apps/lsa/session/billwatch/billinfo?year=2011&session=1&request=all>.

Thank you for your hard work in Indiana's schools,

Tosha Salyers  
Director of Educator Outreach

**PLEASE NOTE: IDOE DEVELOPED THIS MODEL SALARY SCALE AS AN EXAMPLE ONLY.** IDOE understands the high level of interest in the field with regard to this issue, so we elected to share this **EXAMPLE** to give educators an in-depth look at the basic components of what a salary scale **might** look like. The IDOE **will not** require any Indiana school to use this or any specific salary scale. While local leaders may use this **EXAMPLE** as a guide, under proposed legislation, local educators will ultimately be responsible for developing their own salary scales.

### Salary Schedule Today:

Base Salary		Additional compensation
Experience	Degrees earned	Only stipends are currently available, outside the regular salary schedule

### **SENATE BILL ONE (SB 1) PROPOSES:**

\*No automatic increment or raise if the teacher receives an “ineffective” or “improvement necessary” rating once the new evaluation system takes effect in 2012-2013. *Local savings from this will be redirected to additional compensation for “effective” and “highly effective” teachers.*

\*No automatic increment or raise (unless it is a condition for employment) for an additional degree earned on or after July 1, 2012. *Local savings will be redirected to additional compensation for “effective” and “highly effective” teachers.*

### Salary Scale in SB 1: **CURRENT** teachers

Base Salary		Additional compensation
Experience	Degrees earned <u>prior to</u> July 1, 2012	Experience (up to 33% of the total raise) Effectiveness Leadership Roles Academic needs of students

### Salary Scale in SB 1: **NEWLY EMPLOYED** teachers (hired on or after July 1, 2012)

Base Salary		Additional compensation
Starting Salary		Experience (up to 33% of the total raise) Effectiveness Leadership Roles Academic needs of students

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## Sample Scenario

Hoosier School Corporation has enough funds to give each “effective” or “highly effective” teacher a raise of \$2,000. The locally bargained contract allots 25% for experience, 25% for being an effective teacher, 40% for being a highly effective teacher, 20% for leadership, and 15% for the academic needs of students (which for Hoosier School Corporation is defined as a school with 80% or more F/RL).

*Teacher Salary Schedule for Hoosier School Corporation (current system)*

<i>Year</i>	<i>Bachelor</i>	<i>Bachelor + 15 Graduate Hours</i>	<i>Bachelor + 30 Graduate Hours or Masters</i>	<i>Bachelor + 50 Graduate Hours Including Masters</i>	<i>Doctorate</i>
<b>2</b>	<b>39,392</b>	<b>40,825</b>	<b>42,257</b>	<b>43,689</b>	–
<b>11</b>	<b>53,717</b>	<b>54,791</b>	<b>58,909</b>	<b>60,342</b>	<b>61,452</b>

Example 1: You are an eleventh year teacher, rated as “highly effective,” at a large high school in Hoosier School Corporation. You have a master’s degree and you are a department chair. Your salary is \$58,909.

Under the new system, your base salary is \$58,909\*. You receive an additional:

- \$500 for experience
- \$800 for being highly effective
- \$400 for department chair leadership responsibilities
- \$300 for working in a high poverty school within the district

Total raise: \$2,000

Total Salary: \$60,909

**\*Note: Your base salary under the new system does *NOT* drop down to \$53,717**

Example 2: You are a second year teacher, rated as “effective,” at an elementary school in Hoosier School Corporation. Your salary is \$39,392.

Under the new system, your base salary is \$39,392. You receive an additional:

- \$500 for experience
- \$500 for being effective
- \$300 for working in a high poverty school within the district

Total raise: \$1300

Total Salary: \$40,692